

Summary: this resolutions aims to increase the proportion of BME and International demographs in our full-time and part-time staff

2040 Diversifying our Union staff (passed 2 February 17)

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Union notes:

1. The SU staff majorly identify as white, British nationals
 - a. Our student-staff numbers show that 80.28% of students working for the Union are from Great Britain, 19.27% being Non-Great Britain
 - b. The same numbers apply to white students (80.28%) and non-white students (19.27%)
2. Generally, people are more likely to engage with issues they identify with
3. BME and International students do not feel wholly represented within the SU, both in Union council and the office which in turn results in a lack of engagement with the SU from BME and International students
4. In 2016, the percentage of BME and International students who applied for part-time jobs in the Union was higher than the percentage who got through to the induction phase this was the opposite for white, British students who's percentage was lower in the application stage, and higher in the induction phase
5. International students from various backgrounds and cultures may not be as familiar with work applications, as working part-time may not be common for other cultures

	General	Venues	Retail	Unio	Office	Universit
GB	80.28%	88.33%	68.00%	81.82%	61.90%	71.45%
Non GB	19.27%	11.67%	32.00%	18.18%	38.10%	28.55%
White	80.28%	85.00%	76.00%	81.82%	61.90%	76.20%
Non	19.27%	15.00%	24.00%	18.18%	38.10%	27.40%

Union believes:

1. BME and International students should be fairly represented, both within our council, as well as in the office
2. BME and International identifying staff members would relate more closely to BME and
3. International issues and concerns
4. Planning for training should consider liberations and sectional issues

Union resolves:

1. The Union to strive towards having a higher percentage of BME and International full-time staff
2. The Union open more BME and International specific full-time and part-time staff positions
3. The Union holding drop-in sessions for BME and International students needing help with application forms

4. The Union holding workshops and training sessions for BME and International students looking to apply to part-time, Union student roles